

1 BLACK ARCHIVES ADVISORY COMMITTEE MEETING

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5 VOLUME II

6

September 28, 2006

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5:00 P.M.

8

Kansas City Public Library

9

Large Conference Room

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4801 Main Street

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Kansas City, Missouri

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Committee Members:

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Ms. Barbara Peterson, Chairperson

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Representative Craig Bland

Ms. Carol Coe

16

Mr. Vic Dyson

Ms. I. Pearl Fain

17

Ms. Robbie Herndon

Ms. Mamie Hughes

18

Mr. Crosby Kemper, III

Ms. Gary Kremer

19

Ms. Althea Moses

Mr. Thomas Phillips

20

Mr. Lonnie Powell

Representative Sharon Sanders-Brooks

21

Commissioner William Washington

Mr. Ajamu Webster

22

Senator Yvonne Wilson

23

Ms. Linda Manlove, Asst. Attorney General

Mr. James Klahr, Asst. Attorney General

24

Ms. Vicki Ross, Investigator

25

Ms. Tammy S. Menke, Reporter

1                   MADAM CHAIR: My name is Barbara Peterson.  
2           I am the chair of the Black Archives Advisory  
3           Committee. This is our second meeting and I want to  
4           remind everyone that this is an open meeting. I did  
5           question the Attorney General's office, but it is  
6           however a committee working meeting. So although we  
7           may have guests joining us, they will not be making  
8           any kind of public statements or any comment during  
9           the meeting.

10                We will invite them if they have questions and  
11           want to address them to a member of the committee  
12           that they do so after the meeting.

13                With that said I'd like to begin. I have  
14           distributed the agenda for the meeting. There are  
15           three items on the agenda. First I'd like to, of  
16           course, discuss the candidate of due process before  
17           we get into the actual review of the applications and  
18           discussions of some of the applicants. Then I'd like  
19           to discuss the committee calendar.

20                As you are aware we have received quite a few  
21           applications. The response has been tremendous. And  
22           during our initial meeting we had about 35 and we  
23           kind of talked about the process in the context of  
24           quite a few -- quite fewer applications than we  
25           actually have. So I think it might be a good idea

1       for us to keep in mind, you know, that there is a lot  
2       of working for us. I am cognizant of the fact that  
3       all your time is very limited and very valuable. I  
4       don't want to have to schedule a lot of meetings,  
5       because I know that would pose a hardship and be  
6       difficult for everybody.

7               So our schedule is flexible. We can adjust it  
8       as we need to based on the amount of work we have.  
9       But I wanted you to know that I am aware of the time  
10      constraints that we have before us. And I'm hopeful  
11      that we can move the process along quickly and not  
12      have to add a lot more meetings. Okay.

13             As I said, I have three items on the agenda for  
14      the meeting. Is there anything anybody feels that we  
15      need to add at this point to the agenda? Okay.  
16      We'll then proceed.

17             I wanted first for us to revisit and consider  
18      the interview process. As I said before, we have  
19      received close to a hundred applications, and there  
20      may be some more. There were some additional  
21      applications.

22             Where is Sara?

23             MS. ROSS: She just stepped out for a  
24      minute.

25             MADAM CHAIR: Well, there are some

1 additional applications. I heard that there were  
2 some that wanted to be added.

3 MS. ROSS: Could be between --

4 MS. HERNDON: I believe there are five  
5 more.

6 MADAM CHAIR: Okay. Five more. Well, we  
7 do have -- looks like only two more here, so. All  
8 right. So we'll go -- what we have review these.  
9 Let's see, we have --

10 SENATOR WILSON: Madam Chair, they did meet  
11 the deadline?

12 MADAM CHAIR: I'm sorry?

13 SENATOR WILSON: Those additional ones did  
14 meet the deadline?

15 MADAM CHAIR: These are applications that  
16 came -- one came without a postmark. This one  
17 without a postmark. It was actually picked up,  
18 according to this, on the 26th. And this one that I  
19 have, which is Number 96, was faxed on the 25th of  
20 September. So they came in after the September 21st  
21 postmark date.

22 I had some discussions with Linda  
23 Manlove-Braxton, with the AG's office, because she  
24 wanted to know what we wanted to do with any  
25 applications that came after the postmark date of the

1        21st. I indicated to her that in as much as the  
2        committee had not met to actually begin the review  
3        process that I thought it would be -- would not be a  
4        good idea if we accepted them notwithstanding if they  
5        came in after the postmark date.

6                I took that position primarily because I felt it  
7        was important, given the need that we consider the  
8        needs of the organization. And if there were  
9        applications that came in effectively after the 21st,  
10       that the person had the skills and expertise to work,  
11       that kind of thing, that we not exclude them from  
12       consideration just based solely on the application  
13       deadline.

14               Now certainly there's a point -- and I think  
15       we're at the point now where we don't want to  
16       continue to accept applications. But since these  
17       came in before we actually began the review process  
18       and the deliberation process, I suggested she send  
19       them along and that we would discuss and agree at  
20       this meeting whether or not we wanted to include them  
21       in the review process.

22               So I entertain any concerns or issues anybody  
23       has with that at this point. The question before  
24       you: It shall be entertained to review the  
25       applications that were received after the September

1           21st postmark date.

2                   COMMISSIONER WASHINGTON: I would suggest  
3 we review those that we received up to the first  
4 meeting, which is tonight.

5                   MADAM CHAIR: Any other?

6                   REPRESENTATIVE SANDERS-BROOKS: I believe  
7 that we should adhere to the deadline of September  
8 21st in all fairness to the 96 people that did get  
9 their materials in on time.

10                  MADAM CHAIR: We have -- well, I don't -- I  
11 guess I don't view it in the sense of being a  
12 fairness issue since everyone is going to get  
13 reviewed, and reviewed based upon the same standards.  
14 So I really don't see it as being unfair to the  
15 applicants who got theirs in by the postmark date.

16                  And secondly, I think, as I said before, you  
17 know, we're looking for a -- to reconstitute this  
18 board we're looking for particular skill sets that we  
19 need. Personally, you know, it would be troublesome  
20 to me if I saw a good candidate in someone that  
21 really had something that we needed and a skill that  
22 would move this organization forward and I have to  
23 say to that person, well, you didn't get yours in by  
24 the 21st --

25                  REPRESENTATIVE SANDERS-BROOKS: But I'm

1 looking at it in terms of if they can't get their  
2 applications in on time and this is an entity that  
3 would be applying for grants and other funding  
4 sources, and they have application deadlines in which  
5 to meet, that's my feeling.

6 They knew what the deadline was. It wasn't like  
7 they didn't have a lot of time because there was  
8 ample time to apply.

9 MADAM CHAIR: Okay. We have clearly two  
10 opposing positions here. I guess what I'd like to do  
11 is just get a consensus. I think what we'll do is  
12 take a simple vote and then we move on.

13 All those people who would like to receive  
14 applications after the September 21st postmark date,  
15 ending today, so in effect we have extended the  
16 deadline to the 28th, which would let it be known by  
17 just raising your hand. We have five in favor.

18 All those opposed? Four.

19 MR. DYSON: Doesn't matter to me either  
20 way.

21 MADAM CHAIR: You have to vote now. Five  
22 to four.

23 MR. DYSON: I would go with the 21st.

24 MADAM CHAIR: Pardon me?

25 MR. DYSON: If I had to vote I'd go with

1 the 21st.

2 MADAM CHAIR: 21st. Okay. So that's five,  
3 five. Which means I have to be the chair. I will  
4 vote --

5 MR. KREMER: There's eleven people. So  
6 there's eleven members present.

7 MADAM CHAIR: So what would you suggest?

8 MR. KREMER: I'm sorry. I can't do the  
9 math. I went to public schools.

10 MADAM CHAIR: Okay. Well, and I vote for  
11 the tie. I vote that we extend the deadline to the  
12 28th and accept the applications and review the  
13 applications that we have received up to this meeting  
14 of the Advisory Committee.

15 COMMISSIONER WASHINGTON: That's good. You  
16 made the decision.

17 MR. PHILLIPS: One down.

18 MADAM CHAIR: Okay. I think it's important  
19 that we talk about the interview process,  
20 particularly in light of the number of applications  
21 that we have received.

22 Originally we had planned to review the  
23 applications and conduct the interviews on October  
24 5th, which is a Thursday. And we had set aside a  
25 two-hour span to do that. Obviously with the number

1 of qualified applicants that does not allow us enough  
2 time.

3 As I was going through, visually thinking about  
4 this, you know, I was thinking, for example, if we  
5 were to allow a 15-minute interview per applicant and  
6 if we had -- you know, we could only get through  
7 eight applicants in that two-hour period. So just  
8 basically the number of applicants that we have  
9 requires us to reconsider and to consider in some  
10 detail how we plan to handle the interview process.

11 One of the things that I would like to suggest  
12 is, it seems to me that it's not going to be possible  
13 to complete the interviews during the two-hour  
14 session. We're looking at possibly a longer session,  
15 which would require perhaps making ourselves  
16 available one Saturday, so that we can do all the  
17 interviews at one time. And to schedule them on a  
18 15-minute -- some kind of 15-minute schedule on that  
19 basis.

20 Again, I'm assuming -- and based on my  
21 understanding with the AG's office, the interviews  
22 themselves will be open to the public. Okay. So  
23 consequently we've mailed the applications, and we've  
24 dealt with that issue.

25 But I ask you for your thoughts on how we should

1 handle this. I think we do have an allotted time so  
2 I'd like to see us do the interviews all in one day  
3 and be done.

4 Robbie?

5 MS. HERNDON: Barbara, I think we should  
6 have prepared questions so that it would be pretty  
7 much the same procedure for everyone.

8 MADAM CHAIR: I agree. I agree. That's  
9 one of the next things I want to discuss. We'll be  
10 asking for some assistance in preparing those  
11 questions. I think there should be a set and each  
12 applicant should get a set of the same questions.  
13 But that's a little further down the road on my  
14 agenda.

15 Bill?

16 COMMISSIONER WASHINGTON: Okay. Of the  
17 100, thereabouts, applications that we have received  
18 thus far, do we have a number -- first of all, what's  
19 the number of people that are going to be on the  
20 board? 15? 17? What is that number?

21 MADAM CHAIR: The maximum number on the  
22 board is 15. There are already three current members  
23 in interim board positions. This committee is going  
24 to make a final report and recommendation to the AG  
25 of nine people from these applicants to fill the

1 slots.

2 We have decided that we will leave the three  
3 positions -- three of the remaining positions open  
4 for the Attorney General to fill from this selection.

5 COMMISSIONER WASHINGTON: So it would seem  
6 to me to maintain some order, our task, which is a  
7 daunting task, is to cull this number, 100, maybe,  
8 down to -- since we're going to select finally nine,  
9 maybe to 18? I think maybe smaller than that. Let's  
10 say 18 to 20 people that we interview, and interview  
11 20 people or whatever the number you all decide.

12 But I think we need to try to get the number  
13 down where it's manageable. We don't need 50 people  
14 to come down to nine spaces. But that's just -- I'd  
15 just like that part of the discussion --

16 MR. KEMPER: I agree with Bill. And I  
17 think the number system -- the ranking system that  
18 we're creating allows us to do that. We can pick a  
19 cutoff, and the cutoff will help get us to a  
20 manageable group.

21 MADAM CHAIR: I'm sorry. Yvonne?

22 SENATOR WILSON: What we might want to  
23 consider is a first cut, a second cut. And we'll  
24 have enough extra time on that number of the first  
25 cut, and then move to that second cut.

1                   MADAM CHAIR: I guess I want to throw in  
2                   another consideration. During our first meeting we  
3                   identified specific skill sets that we think are  
4                   absolutely necessary for this board. So however we  
5                   ultimately decide to do the interview process, we  
6                   have to be sure that we have included and that we  
7                   have considered people so that we can fill those  
8                   specific skill sets. In other words, we don't want  
9                   to cull the group so closely that we don't have  
10                  anybody in that final set who has fundraising skills  
11                  for example. So somehow we have to go through this  
12                  process, keeping in mind exactly what it is that  
13                  we're looking for. We're trying to fill the  
14                  positions on the board with people with fundraising  
15                  skills, with people who have accounting skills,  
16                  specific skill sets. So we have to keep that in mind  
17                  as we go through.

18                 One of the things -- as I was trying to go  
19                 through this process, one of the things that I tried  
20                 to do was kind of group my applicants based upon the  
21                 information they provided and fit them into a  
22                 particular skill set. For example, the number of  
23                 applicants that indicated that they had fundraising  
24                 abilities, capabilities, I would put them all  
25                 together and then rank them that way.

1           But there is also -- we need to keep in mind  
2           that some people have more than one skill set. While  
3           you may rank them in the fundraising category, they  
4           may have other skill sets that we need. So, you  
5           know, it's not a good old-fashioned like process.  
6           The only thing I'm saying is just keep in mind that  
7           we are looking for certain skills; archivist.

8           MS. HERNDON: Barbara, I rated by ranking  
9           to provide that purpose. I think we need to discuss  
10          where we want that cutoff to be and that will give us  
11          a start. That will give us at least that first tier.

12          MR. DYSON: Right.

13          MADAM CHAIR: Can you say where you want  
14          the cutoff to be?

15          MS. HERNDON: Okay. The total score was  
16          30, okay. So should all those who are 26 and above  
17          or 28 and above, should we start from that group and  
18          then cull from there? Or is 20 too low? 25 and  
19          above?

20          I don't --

21          MADAM CHAIR: I think all to the nines, is  
22          that what you're saying?

23          MS. HERNDON: I'm saying those who didn't  
24          make the number that we're going to cutoff. We would  
25          remove those applications from that list of persons

1 to be considered, because we went through the rating  
2 and we ranked them. So if your score was 25 and  
3 above, that's the group that we're going to start  
4 dealing with to have discussions regarding  
5 interviews.

6 Does that make sense?

7 MADAM CHAIR: Yes.

8 MS. HERNDON: That was just from the top.  
9 Open for discussion.

10 MADAM CHAIR: I mean, that's the rationale  
11 for having the rating system. And we would establish  
12 a cutoff. And everyone who rates and fits within  
13 that particular cutoff, higher than the cutoff number  
14 or whatever, would be the ones.

15 I suggest that we use a 25. That's cutoff  
16 anything below 25.

17 Gary?

18 MR. KREMER: I find it very difficult to  
19 give a rating for impersonal skills.

20 REPRESENTATIVE SANDERS-BROOKS: Right.

21 MR. KREMER: I'm looking at them blind. Do  
22 we decide to give them all the same or what, because  
23 there's just no way --

24 MADAM CHAIR: This is a subjective  
25 measure --

1 MR. KREMER: It's more than subjective --

2 REPRESENTATIVE SANDERS-BROOKS: You don't  
3 know them.

4 MADAM CHAIR: Well, what I tried to do in  
5 terms of the way I reviewed them was to consider  
6 their community involvement. For example, like I  
7 said, it's just a matter of saying, well, making a  
8 gross assumption which may be proven or disproven  
9 once I actually meet the person. But to assume that  
10 if you're involved in various community activities  
11 that you have five or so services that you have a  
12 certain level of interpersonal skills and a certain  
13 degree of communication skills. So for purposes of  
14 just doing the initial cutoff I would evaluate the  
15 total fashion. But as I said, it could be proven to  
16 be an incorrect evaluation, unless you actually sit  
17 down and talk with the person and actually go through  
18 the interview process.

19 So if you -- I'm sorry. Ajamu?

20 MR. WEBSTER: No, go ahead.

21 MADAM CHAIR: No.

22 MR. WEBSTER: This is probably going to be  
23 off the wall. But I took the rating as two, four,  
24 six, as being the only three numbers to take. So  
25 when Robbie said 25, I said, oh, I don't have any odd

1 numbers.

2 SENATOR WILSON: I used two, four, six.

3 MADAM CHAIR: So it'd have to be 24.

4 MR. WEBSTER: Did you use --

5 MS. HERNDON: That was just arbitrary.

6 MR. WEBSTER: Oh. Okay. Thank you.

7 Appreciate it.

8 MADAM CHAIR: Carol?

9 MS. COE: I probably did mine all wrong. I  
10 went through all of them and I made a list of who I  
11 wanted to keep, the people I said no and --

12 REPRESENTATIVE SANDERS-BROOKS: That's what  
13 I did.

14 MS. COE: -- the people that were maybe.  
15 And I came out to be -- I didn't want to rate them  
16 because some people had 25 pages of articles --

17 REPRESENTATIVE SANDERS-BROOKS: Right.

18 MS. COE: -- and information; some people  
19 had one sheet; and some people indicated, "I have  
20 been new to Kansas City, I have no community  
21 involvement at all." You can't rate people like that  
22 if they are just trying to take a chance to be on a  
23 board, coming out to do something. I didn't think  
24 that was a fair process. Always, whole  
25 organizations, they have a long list of stuff.

1           But I picked out the skill set we talked about.  
2           We wanted someone with legal background, accountant,  
3           architect, and everything like that. I put -- I will  
4           tell you what numbers I picked out, and if you all  
5           have the same we can consider. I will go last. It  
6           is easier to do it that way, because you all have  
7           obviously complied with the system and I have not.

8           I have sorted them to nos, the yeses, and the  
9           maybes.

10           MADAM CHAIR: Well, and I did pretty much  
11           the same thing. I started with, like I said, the  
12           skill sets that we were looking for. I went through  
13           the applications, and based on what was there pulled  
14           out those people that were what would be a yes based  
15           upon their information they provided showing they had  
16           certain skills they were looking for.

17           For purposes of doing our work, those are the  
18           people that I would intend to rank. I wouldn't  
19           intend to rank all 100 of these. Because some of the  
20           applicants clearly don't have what this board needs  
21           at this particular time.

22           If this board were an organization in a  
23           different place, maybe we could consider, you know,  
24           some of the other applicants. At this point, you  
25           know, there's circumstances of our organization

1       that's critical and we need people that have already  
2       surpassed that learning curve. I mean, we don't  
3       really have the luxury of inviting people to join the  
4       board if they are not already pretty much  
5       accomplished in what we need done.

6               MR. DYSON: Barbara, I think if we get into  
7       this process we will find there's going to be a  
8       common -- based on the criteria there's going to be  
9       probably a common thread on the people that we all  
10      think need to be on the board, just based upon how we  
11      went about the criteria.

12             Which is kind -- which is why I made the  
13      suggestion last week that we should have a certain  
14      criteria and number it, realize there's so many  
15      people on this committee, based on what we need, I  
16      think once we get into the process we will see that a  
17      lot of us feel the same way about the same candidate.

18             MADAM CHAIR: Okay. Basically I will kind  
19      of flip the agenda. Let's do that. Let's get in the  
20      evaluation process. Let's see how many candidates we  
21      come up with. And then we can decide how we want to  
22      handle the interview process. Because I think how  
23      the interview process shapes up is the function of  
24      how many people end up having to go through the  
25      process.

1           So we're going to flip the agenda. Let's start  
2           then by going through the board applications and some  
3           discussion and see what kind of ratings and rankings  
4           we come up with based on the criteria that we have  
5           established.

6           What I'm going to do, because we have so many,  
7           I'm going to kind of direct the discussion based upon  
8           the -- by directing you to certain applications that  
9           I think we ought to look at. This is not to exclude  
10          anybody from adding additional names to the pile.  
11          This is just to give us a place to start, okay?

12          Looking at the skill sets that we identified,  
13          among them were board members. We're looking for  
14          members with organizational and financial management  
15          skills. If you would go through your packet I'd like  
16          for you to pull out Candidate No. 7. And I'd like  
17          for us to -- if you have rated that candidate, if you  
18          have any discussions or whatever for that particular  
19          candidate, let's do that. And then we'll just go  
20          through a few.

21          Like I said, if there are others that I don't  
22          name that you think ought to be put, you know, in  
23          advanced through this process, then we'll go through  
24          your list.

25          Let's start with Candidate No. 7. This

1 candidate has expressed or identified skills in  
2 fundraising, management skills, has had prior board  
3 membership.

4 Did anybody get a chance to rate this candidate?  
5 Or can we rate this candidate?

6 COMMISSIONER WASHINGTON: 30.

7 MADAM CHAIR: Okay. Once we get a rating,  
8 are we going to get a rating from everybody and then  
9 take a mean?

10 MR. PHILLIPS: I think we need to get a  
11 rating from everybody.

12 MADAM CHAIR: Okay.

13 MR. KEMPER: I don't think I got a rating.  
14 I was severe, so --

15 MADAM CHAIR: Okay. So we have a --

16 MR. KEMPER: So I would agree. This  
17 candidate was very, very high on my list.

18 MADAM CHAIR: Can I get someone to assist  
19 with the math on this, okay, so that we can go  
20 around?

21 Sharon, did you want to offer a rating for  
22 Candidate No. 7?

23 REPRESENTATIVE SANDERS-BROOKS: No.  
24 Remember, I hadn't done all that. I did my yes and  
25 no. But this was on my list. This was in my keep

1           stack.

2                   SENATOR WILSON: Does Candidate No. 7 keep?

3                   COMMISSIONER WASHINGTON: Rather than say

4           rating, let's just yes or no --

5                   REPRESENTATIVE SANDERS-BROOKS: Yeah --

6                   COMMISSIONER WASHINGTON: -- to see how

7           many people --

8                   REPRESENTATIVE SANDERS-BROOKS: Right.

9                   MR. KEMPER: See how many yeses and nos and

10          then we can go to a rating system if we've got too

11          many yeses --

12                  REPRESENTATIVE SANDERS-BROOKS: Right.

13                  MADAM CHAIR: Too many yeses or too many

14          nos.

15                  MR. KEMPER: I want to have --

16                  MADAM CHAIR: Candidate Number 7 we have

17          two yeses.

18                  MS. COE: I have no.

19                  MADAM CHAIR: Number 7.

20          Vic?

21                  MR. DYSON: Of my ten candidates Number 7

22          was my third candidate.

23                  MR. KREMER: Yes.

24                  MS. MOSES: I have a yes.

25                  MADAM CHAIR: Yvonne?

1                   SENATOR WILSON: Yes.

2                   MR. POWELL: Yes. But I have a question,  
3 too.

4                   MADAM CHAIR: Okay.

5                   MR. POWELL: What are we going to do with  
6 Candidates 1 through 6?

7                   MADAM CHAIR: If you would like to put them  
8 in, Candidates 1 through 6, and we'll go around on  
9 that candidate. I'm just putting out this one  
10 candidate that I identified to get the discussion  
11 started.

12                  MR. POWELL: I think you should start with  
13 one.

14                  MADAM CHAIR: What I'm suggesting to you is  
15 Candidate 1 through 6 is not proposed from my list  
16 for a yes or a no vote, that that candidate goes in  
17 the stack and would not be rated, ranked or otherwise  
18 considered.

19                  MR. KEMPER: Don't you want to go through  
20 everybody?

21                  MR. PHILLIPS: We got to go through  
22 everybody.

23                  MADAM CHAIR: I could start with candidate  
24 Number 1. I mean, it doesn't --

25                  MR. POWELL: You might as well.

1 MADAM CHAIR: Candidate Number 1?

2 MS. HERNDON: In all fairness --

3 MR. POWELL: I'm sure somebody picked  
4 Number 1 or Number 2.

5 MADAM CHAIR: Well, then I would think  
6 somebody here, I'm sure, would say Candidate Number  
7 1. We can do it either way. I could start with one  
8 and end up --

9 MR. POWELL: And just say maybe we could  
10 just say yes or no.

11 MADAM CHAIR: That's what we're doing.  
12 That's what we're doing.

13 MS. COE: Does anyone have 1 through 6?  
14 Does anyone have 1 through 6?

15 MR. POWELL: Yes.

16 MS. COE: If you don't have 1 through 6 we  
17 should go start with Number 7.

18 MADAM CHAIR: Okay.

19 MR. KEMPER: 6 was on my list.

20 MR. POWELL: 6 and 5 I have.

21 MADAM CHAIR: Okay, I got it. We're going  
22 to start at Number 1 and go through the rating.

23 Candidate Number 1, any yeses for Candidate  
24 Number 1? Got one here. Any others?

25 MR. POWELL: I have a hand on one.

1                   MADAM CHAIR: Keep hands up please.  
2                   Candidate Number 1 goes into the pile. If we  
3 get a yes it will go under consideration.  
4                   Candidate Number 2, anyone for Candidate Number  
5 2? Okay.  
6                   Three? Number 3, no votes.  
7                   Number 4? One. Number 4 stays.  
8                   Number 5? Okay.  
9                   Six?  
10                  Seven? Yes. Okay.  
11                  Candidate Number 8? Any votes for Number 8?  
12 One over there. Okay.  
13                  Number 9? I tally no votes for Number 9.  
14                  Candidate Number 10? Three.  
15                  MS. HUGHES: And four.  
16                  MADAM CHAIR: And four. All right.  
17                  Candidate Number 11? I see no votes for Number  
18 11 -- I see one vote for Number 11. Okay, 11 stays  
19 in.  
20                  12? No Number 12. No votes.  
21                  Candidate Number 13? No votes for Candidate 13.  
22                  14?  
23                  MS. COE: Yes.  
24                  MADAM CHAIR: There's one there.  
25                  Candidate 15? Okay. All right.

1           Candidate 16? Stays in.

2           MR. POWELL: 16? I vote yes on 16.

3           MADAM CHAIR: Okay. 15 is in. 16 is in.

4           17 is in.

5           MR. PHILLIPS: And 14.

6           MADAM CHAIR: And 14, yes, absolutely.

7           Okay, moving on. Candidate Number 18? Number

8           18, going once; going twice; no votes for 18.

9           Candidate Number 19? No votes.

10          20? Vote for 20. Vote for 20.

11          Candidate 21? No votes for 21.

12          Candidate 22?

13          MS. COE: Yes.

14          MADAM CHAIR: All right. Candidate 23?

15          Vote there.

16          Candidate 24? No votes for 24.

17          Candidate 25? No votes for 25.

18          Number 26?

19          MS. COE: Yes.

20          MADAM CHAIR: Okay. 26 yes votes.

21          27? I feel like I'm at a convention or

22          something. Candidate 27? Any votes for 27? No

23          votes for 27.

24          Candidate 28? No votes for 28.

25          Candidate 29? No votes for 29.

1           Candidate 30? Vote over here. Vote over there.

2           30 stays in.

3           Candidate 31? No votes for 31.

4           Candidate 32? No votes for 32?

5           Candidate 33?

6           MS. COE: Yes.

7           MADAM CHAIR: Okay. Candidate 34?

8           MR. POWELL: Is 33 in?

9           MADAM CHAIR: In, yes. Your vote is  
10          enough, Lonnie, just by yourself.

11          Candidate 34? Yes vote there.

12          Candidate 35? 34 and 35 are in.

13          Candidate 36? Vote here, vote there and there.

14          36 is in.

15          Candidate 37? No votes for 37.

16          Candidate 38? In, 38 is in.

17          Candidate 39? In. In. Okay.

18          Candidate 40? I see no votes for 40.

19          Candidate 41? No votes for 41

20          MR. POWELL: He didn't really apply. No  
21          applicant.

22          MADAM CHAIR: Okay. Candidate 42. Vote  
23          here. Okay, 42 is in.

24          Candidate 43? Vote. Vote. 43 is in.

25          REPRESENTATIVE SANDERS-BROOKS: I got a

1 question about conflict of interest on some of these  
2 applicants. Maybe we can address that point later.

3 MADAM CHAIR: Okay.

4 MR. DYSON: On 39?

5 REPRESENTATIVE SANDERS-BROOKS: I'm talking  
6 about 43 right now.

7 MADAM CHAIR: Any votes for Candidate 43?

8 REPRESENTATIVE SANDERS-BROOKS: But there's  
9 some others we have conflict of interest with.

10 SENATOR WILSON: 43 and 77.

11 MR. POWELL: Is 43 in?

12 MADAM CHAIR: I'm not sure yet. I'm still  
13 trying to take --

14 MR. PHILLIPS: 43 is in.

15 MADAM CHAIR: 43 is in.

16 Candidate 44? 44?

17 MR. PHILLIPS: Reapplicant so can't do that  
18 one.

19 MADAM CHAIR: 44? No votes for 44.

20 Candidate 45?

21 MS. COE: Yes.

22 MADAM CHAIR: Vote for 45. 45 is in.

23 Candidate 46?

24 REPRESENTATIVE SANDERS-BROOKS: 46.

25 MS. COE: Yes.

1 MADAM CHAIR: 46 is in.

2 Candidate 47? 47 is in.

3 REPRESENTATIVE SANDERS-BROOKS: 47.

4 MADAM CHAIR: Candidate 48? 48 is in.

5 Candidate 49? 49 is in.

6 Candidate 50? No votes for 50.

7 Candidate 51?

8 MS. COE: Did I say 48?

9 MADAM CHAIR: Yes. Yes you did.

10 Candidate 51? Vote for 51. 51 is in.

11 Candidate 52? No votes for 52.

12 Are you 52, Lonnie? Is that a late vote?

13 MR. POWELL: No.

14 MADAM CHAIR: 52 no votes.

15 Candidate 53? No vote for 53.

16 Candidate 54? No votes for 54.

17 Candidate 55?

18 Do I need to slow down?

19 REPRESENTATIVE SANDERS-BROOKS: Yes. I  
20 messed up something.

21 MR. POWELL: I vote for 55.

22 MADAM CHAIR: Sharon, you okay? You need  
23 me to slow down?

24 REPRESENTATIVE SANDERS-BROOKS: Yes. I'm  
25 sorry, I got off track here. What number are you,

1 55?

2 MADAM CHAIR: 55, yes.

3 REPRESENTATIVE SANDERS-BROOKS: I'd like to  
4 vote for Number 50. I'm sorry.

5 MADAM CHAIR: It's after the deadline,  
6 Sharon.

7 REPRESENTATIVE SANDERS-BROOKS: 50.

8 MADAM CHAIR: One 50 and one for 54.

9 SENATOR WILSON: So 50 in?

10 MADAM CHAIR: 50 is in. 54 is in.

11 MS. MOSES: I have 54.

12 REPRESENTATIVE SANDERS-BROOKS: I think  
13 it's important you have a variety of ages and not  
14 just have a geriatric board.

15 MADAM CHAIR: Okay. So that is --

16 MR. POWELL: I got to 54. What was the  
17 other one?

18 MADAM CHAIR: 50.

19 MR. POWELL: 50?

20 MADAM CHAIR: Add 50, yes. All right.

21 We're up to 55. Everybody with me on 55? Any  
22 votes for 55? I don't see any votes. 55?

23 MR. PHILLIPS: It's not because of  
24 interest. The only problem is I picked up my packet  
25 late. I have not had an opportunity to read beyond

1           50.

2                   MS. HERNDON: Just vote with me.

3                   MR. POWELL: I only got to 61, myself.

4                   MADAM CHAIR: 55 is in.

5                   Candidate 56? Any votes for 56? I suggest that  
6                   you look it over quickly. I mean, at this point you  
7                   just leave him in if you think he's right.

8                   MR. PHILLIPS: This is elimination process  
9                   though. You're out. That's the deal is you're out.

10                  COMMISSIONER WASHINGTON: This is where I  
11                  would like to bring my youthful experience --

12                  MADAM CHAIR: Okay. If you want to  
13                  continue? I mean, any votes for 56? No.

14                  Candidate 57? No votes for 57.

15                  MS. HERNDON: I think one. I think there  
16                  need to be some youth involved.

17                  MR. KEMPER: So you're saying yes to 58?

18                  MADAM CHAIR: Are you saying yes to 57,  
19                  Robbie? 56 or 57?

20                  MS. HERNDON: 56 or 57.

21                  REPRESENTATIVE SANDERS-BROOKS: 58 is good  
22                  too. That's youth.

23                  SENATOR WILSON: I had 56.

24                  MS. HERNDON: What number?

25                  MADAM CHAIR: We are on 57.

1 MS. HERNDON: Okay. I vote for 57.

2 MADAM CHAIR: All right. 57 is in.

3 Candidate 58?

4 REPRESENTATIVE SANDERS-BROOKS: Yes.

5 MADAM CHAIR: Okay. Candidate 59? In.

6 MR. POWELL: I have a yes.

7 MADAM CHAIR: Candidate 60?

8 MS. COE: I have 60.

9 MADAM CHAIR: A vote to 60.

10 Candidate 61? 61 is in.

11 MR. PHILLIPS: 60 and 61 is in?

12 MADAM CHAIR: Yes, 61 is in.

13 Candidate 62? No votes for 62.

14 Candidate 63? Vote over here. 63 is in.

15 Candidate 64? Vote over here. 64 is in.

16 Candidate 65? Vote over here for 65.

17 Candidate 66?

18 MR. KEMPER: So we include 65?

19 MADAM CHAIR: Yes, 65 is in.

20 REPRESENTATIVE SANDERS-BROOKS: Yes. Show  
21 me the money.

22 MR. KEMPER: Of course, if you decide --

23 MADAM CHAIR: The discussion is going to  
24 come later you guys.

25 Candidate 66? Any votes for 66? 66 is out.

1           Candidate 67? Votes. 67 is in.  
2           Candidate 68? No votes for 68.  
3           Candidate 69? No votes for 69.  
4           Candidate 70? One vote over here. Two. 70  
5           is in.  
6           Candidate 71? No votes for 71.  
7           Candidate 72? No votes for 72.  
8           Candidate 73? Vote here. 73 is in.  
9           Candidate 74? No votes for 74.  
10           MR. KEMPER: I vote for 74.  
11           MADAM CHAIR: Uh-oh, 74 is in.  
12           Candidate 75? All right, 75 is in.  
13           Candidate 76?  
14           REPRESENTATIVE SANDERS-BROOKS: 76 has  
15           indicated that they were no longer interested.  
16           That's what they told me.  
17           MR. PHILLIPS: Where is that on here?  
18           REPRESENTATIVE SANDERS-BROOKS: Yes, 76.  
19           Applicant 76.  
20           MR. KEMPER: She would no longer --  
21           REPRESENTATIVE SANDERS-BROOKS: If you go  
22           down to work permit.  
23           MADAM CHAIR: Okay. So 76 is out, no  
24           longer interested.  
25           Candidate 77?

1                   REPRESENTATIVE SANDERS-BROOKS: This is  
2                   another one where I had about the conflict of  
3                   interest issue.

4                   SENATOR WILSON: Yeah.

5                   MADAM CHAIR: Candidate 77 is in.

6                   Candidate 78? No votes for 78.

7                   Candidate 79? No votes for 79.

8                   Candidate 80? No votes for 80.

9                   Candidate 81? No votes for 81.

10                  MR. KEMPER: Hold on.

11                  MADAM CHAIR: I'm sorry. Got a hold on 81.

12                  MR. KEMPER: I think I'd like to include  
13                  81.

14                  MADAM CHAIR: Candidate 81 is in.

15                  Candidate 82? In. Candidate 82 is in.

16                  REPRESENTATIVE SANDERS-BROOKS: 82, no.

17                  MS. COE: 82, yes.

18                  MS. HERNDON: I say yes.

19                  MADAM CHAIR: Okay. Candidate 83?

20                  MS. COE: Yes.

21                  MADAM CHAIR: 83 is in.

22                  Candidate 84? In. 84 is in.

23                  Candidate 85? In.

24                  Candidate 86? One for 86. 86 is in.

25                  Candidate 87? No votes for 87.

1           Candidate 88? Votes for 88. 88 is in.  
2           89? 89 is in.  
3           MS. COE: Yes on 89.  
4           MADAM CHAIR: Candidate 90? No votes for  
5           90.  
6           Candidate 91? No votes for 91.  
7           Candidate 92.  
8           MR. PHILLIPS: 91 -- 90.  
9           MADAM CHAIR: 90?  
10          MR. PHILLIPS: Yeah.  
11          MADAM CHAIR: Was it 90 or 91?  
12          MR. PHILLIPS: 90.  
13          MADAM CHAIR: 90 is in. 91 is out.  
14          Candidate 92? Is out.  
15          Candidate 93?  
16          MS. COE: Yes.  
17          SENATOR WILSON: Yes.  
18          MADAM CHAIR: Okay. Candidate 94? No  
19          votes for 94.  
20          Candidate 95?  
21          MR. WEBSTER: Wait a minute. 95.  
22          REPRESENTATIVE SANDERS-BROOKS: Time  
23          commitment. People don't understand.  
24          MADAM CHAIR: Candidate 96?  
25          SENATOR WILSON: Yes.

1 MR. KEMPER: I don't have 96.

2 MADAM CHAIR: Okay. 95.

3 MR. PHILLIPS: 95 was the last one.

4 REPRESENTATIVE SANDERS-BROOKS: 95 is the

5 last one I had.

6 MR. WEBSTER: In.

7 MR. PHILLIPS: 95 is in.

8 MADAM CHAIR: 96 and 97.

9 MR. PHILLIPS: Barbara?

10 MADAM CHAIR: Yes.

11 MR. PHILLIPS: 92, 93, 94 out?

12 MADAM CHAIR: 92 is out. 94 is out. 93 is

13 in.

14 MR. PHILLIPS: Okay.

15 MADAM CHAIR: Okay. We're going to pass

16 around 96. Everybody take one that way. And we'll

17 pass 97 this way. These are the last two we had.

18 Take a look at 96 and 97. I'll give you a

19 couple minutes to look that over.

20 REPRESENTATIVE SANDERS-BROOKS: So how many

21 did we wind up keeping in?

22 MADAM CHAIR: We're going to count up in

23 just a minute. As soon as we take a vote on the last

24 two we'll see how many we have to rate.

25 MS. COE: How many did we totally include?

1 MADAM CHAIR: Okay. Are we ready?

2 Everybody have 96? 96 is in.

3 And 97?

4 MR. POWELL: I haven't read them yet.

5 MADAM CHAIR: 97 is in. Okay. We have a  
6 total of 97 applications. 35 have been eliminated,  
7 that leaves us with 62.

8 MR. POWELL: Did 97 get in?

9 MADAM CHAIR: Yes. So that leaves us with  
10 -- just based on the first round evaluations we have  
11 62 applicants to rate and rank.

12 MS. COE: Barbara?

13 MADAM CHAIR: Yes.

14 MS. COE: I have a question. Are we to  
15 assume the three members of the board are remaining?

16 MADAM CHAIR: Yes. We are to assume that.

17 MS. COE: Why are we doing it that way? I  
18 don't want to start a fight but I think we should  
19 have all the board seats vacated and they will apply  
20 and they will be considered in the process.

21 MADAM CHAIR: Our charge from the Attorney  
22 General was to fill 12 vacancies.

23 MS. COE: Okay. That's all. I'm a  
24 follower. I'm not trying to do anything. It just  
25 seems strange to me that we would do that.

1                   MADAM CHAIR: Yes. That decision was made  
2                   a while ago, so. One of the things that I have  
3                   asked, I have not gotten yet, I need to talk with, I  
4                   had asked each of the existing interim board members  
5                   to provide a profile so that this committee would  
6                   understand what skills are already existing. I have  
7                   not gotten those back yet. I will make another  
8                   request for that information.

9                   I'm assuming at this point that they all want to  
10                  remain. I don't know that. One or more of them may  
11                  not wish to remain. But I will renew my request for  
12                  their profiles so that we have all the information  
13                  that we need. Okay.

14                 All right. So now we know that we have 62  
15                 applications to rate and rank using our review  
16                 sheets. So, I guess, do we want to do that now? The  
17                 cutoff is going to be 24? Each applicant has to have  
18                 at least 24 points to move into the interview  
19                 process. Is that right? No objections to that. So  
20                 24 points will get into the interview process.  
21                 Okay.

22                 What do people see as a turnaround to getting  
23                 there? You know, the application reviews getting the  
24                 ratings and rankings done and how we want to handle  
25                 it from this point on? We've got a finite set to

1 look at.

2 MR. KREMER: Just ask the question. I'm  
3 like some of you, I didn't get through all of them.  
4 But I wonder if those who did (inaudible) could we go  
5 at it from another direction? Is it possible that  
6 there are a number of people who have either 30 or  
7 28?

8 MADAM CHAIR: Already? Based on --

9 MR. KREMER: Right. It's just a thought to  
10 see whether there are some that -- I mean, clearly,  
11 as I watched hands go up, it seemed to me like there  
12 were 15 or 20 that everybody kind of agreed on.

13 REPRESENTATIVE SANDERS-BROOKS: Yes.

14 MR. DYSON: That's what I thought.

15 MR. KREMER: Maybe if we went the other  
16 way, seeing if we could come up with -- not those  
17 that fall low but high.

18 MR. KEMPER: Like top ten.

19 MR. KREMER: Top ten or top twenty.

20 MR. DYSON: How many did the process as far  
21 as ranking and everything --

22 MS. HERNDON: What is your question?

23 MR. DYSON: How many went through the whole  
24 process as far as ranking?

25 MR. KREMER: That's a problem.

1                   MR. KEMPER: Right now we can't give a  
2                   numerical evaluation unless we study all of them  
3                   until --

4                   MS. HERNDON: I have a suggestion. Why  
5                   don't we go through each and ask individually who  
6                   their top 20 candidates by number?

7                   MADAM CHAIR: The ones that we have already  
8                   rated and ranked?

9                   MS. HERNDON: Already rated and ranked, and  
10                  those who are here.

11                  You haven't had the benefit of looking at every  
12                  one?

13                  MR. PHILLIPS: That's right. That's the  
14                  problem.

15                  MR. POWELL: You need to give us some time  
16                  to do that process.

17                  MR. WEBSTER: Recommendation?

18                  MADAM CHAIR: Yes.

19                  MR. WEBSTER: If you would read the ones  
20                  you have on your list, and then give us 20 minutes or  
21                  so to rank those individually we could. And then  
22                  come back --

23                  MADAM CHAIR: The ones of the --

24                  MR. WEBSTER: The ones of the remaining 60  
25                  or some odd. I didn't keep track of which ones they

1           were.

2                   MADAM CHAIR: Oh, okay.

3                   MR. WEBSTER: Before going back and trying  
4           to look at all of them again, just look at those and  
5           then come back with some kind of --

6                   MR. KREMER: Those still in?

7                   MR. WEBSTER: Right.

8                   MR. KREMER: Those that are out --

9                   MR. WEBSTER: They are out. So we look at  
10          the ones still on the list and spend some time to do  
11          that now, maybe 20 minutes or so.

12                  MADAM CHAIR: I would be happy to do that.

13                  MR. WEBSTER: Okay.

14                  MADAM CHAIR: Applicant Number 1 -- I'm  
15          sorry. Althea?

16                  MS. MOSES: Before you do that I have got a  
17          question. There are some candidates that stand out  
18          particularly because of different skills that they  
19          bring to the table. And I wondered -- I know that we  
20          have a ranking system and we've got the three  
21          categories. There are a block of them that look very  
22          similar in background and experience. And then there  
23          are a small number that have particular skills and  
24          talents and (inaudible) that may be valuable.

25                  I wondered if we were going to have any

1 discussion about how we consider those or are we just  
2 going to go through and rank all of them as one  
3 through ten and however they fall out? Because what  
4 happens if all of our twos get in, but our ones are  
5 this block of homogeneous individuals. And then you  
6 have those ten perhaps that may not have been ones  
7 but they may have been twos or threes, but they may  
8 be quite valuable as board members.

9 MADAM CHAIR: Like I said --

10 SENATOR WILSON: They bring something to  
11 the board that others don't have.

12 MADAM CHAIR: When we started our  
13 discussion I indicated that that's initially how I  
14 did my review, think in terms of skills we're looking  
15 for and to separate applicants into those skill  
16 categories. Because I think that we want to make  
17 sure -- and I agree with you, we want to make sure  
18 that we include in the final selection process one or  
19 more persons that has the particular set of skills  
20 that we're looking for. So yes, I think that that  
21 discussion will take place --

22 MR. KREMER: I'm sorry. The problem with  
23 that though is that somebody may have for example  
24 almost no financial skills, so they get a one or two,  
25 but they do very well in maybe one thing that we

1           need. They're not going to come up to the 24 cut.

2                   MS. COE: Excellent point.

3                   MADAM CHAIR: Well, then we compare that  
4           person to -- there may be some -- I don't know how to  
5           answer that question.

6                   I mean, I looked at, for example -- we decided  
7           that we needed someone on the board to have  
8           accounting skills for example. There, as I looked  
9           through this, just based on -- and all we can go on  
10          is what we have here -- I think I was able to  
11          identify one, maybe two people that actually  
12          indicated that they had accounting background. And  
13          so as I rate that person I'm not only going to rate  
14          them on the accounting background, but I'd be rating  
15          that person against someone else with the same skills  
16          and looking at the other skills, too. That's the  
17          only way to do it. I don't see any other way to  
18          do it.

19                  I think we need to have the accounting slot  
20          filled. There needs to be somebody on the board with  
21          accounting. If we only have two people apply with  
22          accounting skills, then we need to rate those people  
23          -- rate them against all the factors. But when it  
24          comes time to select, if they don't make the cutoff  
25          and they fall out, but we can't let them fall out.

1                   MR. KREMER: But if we can't let them fall  
2 out then the objectivity of the number system is null  
3 and void. Because then somebody else could come up  
4 with some skill that would then be -- that's what I  
5 see as being a problem.

6                   I understand and I agree with the desire to be  
7 as objective as we can.

8                   MR. DYSON: Can we also agree that certain  
9 criteria has different weight than others?

10                  MR. KREMER: This system doesn't give us  
11 that.

12                  MS. COE: Also, that accounting person, one  
13 of them was on the board of the Black Archives  
14 before. I don't know that that is for or against  
15 them, pro or negative. I don't know how their  
16 attendance was. What their role was when they were  
17 on the board and everything.

18                  I don't think you can volley and say, you are an  
19 accountant and we have two accountants, we'll put you  
20 on board. Now that's not wise.

21                  MADAM CHAIR: I hope I wasn't suggesting  
22 that just because of the skill. The people should be  
23 rated on all the factors.

24                  I think the point Gary is making is that if we  
25 use this ranking system that we have, although this

1 person may have those skills, that person may not  
2 meet the cutoff. I mean, we're looking for more than  
3 one thing. Being an attorney, for example, doesn't  
4 automatically get you on the board. You have to meet  
5 all of the other criteria and you have to meet that  
6 certain cutoff.

7 So it may be ultimately that, you know, if we  
8 don't have enough applicants or the applicants we  
9 have don't make the cutoff we may have a void of that  
10 particular skill set. I mean, that's the way it may  
11 work out. Go ahead.

12 MR. WEBSTER: Go ahead, Bill.

13 COMMISSIONER WASHINGTON: No, go ahead. I  
14 was after you.

15 MR. WEBSTER: I was going to suggest, Madam  
16 Chair, that I think we have done a very good first  
17 cut. We know that everyone that's in here all of us  
18 at least have a feeling they will bring some value to  
19 the table. So now we have knocked out 30 people.

20 One approach we could take is for this next  
21 group -- since you did yours differently than me, but  
22 I see the wisdom in what you did. Since you've gone  
23 through and you've assigned some skill value to each  
24 of these persons, if we list out the ones that are  
25 remaining, I would certainly differ to you in terms

1 of what skill you assigned to them, we can then at  
2 that point start pairing them up.

3 Now, first, this ranking system may have just  
4 been a very good way to get us past who shouldn't be  
5 on the list. But at this point we may want to try to  
6 pair our folks up in terms of skills and then begin  
7 to look at them in more detail so that we can get to  
8 what you mentioned. And I don't think you have to be  
9 originally tied to one way or the other, we just need  
10 a method. So that would be a recommendation.

11 COMMISSIONER WASHINGTON: I would like to  
12 look at -- we have nine positions. Okay, nine  
13 positions. So we could say three, three, three or  
14 however we want to look at the numbers.

15 But we know we need to have certain skill sets.  
16 So why don't we list those skill sets. See if we can  
17 list the nine. And see if we can find those eight  
18 skill sets or multiple skill sets within the  
19 applicants that we have. That's the way that I  
20 suggest we look at it. If it would speed up the  
21 process.

22 Like I said, some may have all of the skill sets  
23 and some may only have two. We have to have  
24 community involvement. We have to have diversity.  
25 We want people with wealth, access to wealth.

1 Workers, people that have the time to do the grunt  
2 work.

3 MADAM CHAIR: When we last met we  
4 identified on the board certain must haves. What we  
5 called must haves. They were organizational and  
6 financial management skills, accounting skills,  
7 fundraising skills -- and we're talking about  
8 professional fundraising as well as leverage funds.  
9 We identified grant writing as a skill that was a  
10 must have. Marketing and public relations, legal  
11 skills, someone with skills in archival museums, that  
12 kind of thing. Archival museum skills. I think  
13 someone felt educators. We wanted someone on there  
14 that was an educator. We talked a bit about a  
15 historian and just kind of put that in the category  
16 of educator.

17 And those, as I recall, were the roles -- let's  
18 see --

19 COMMISSIONER WASHINGTON: Can we identify  
20 25 or 30 people?

21 MADAM CHAIR: Well, I did.

22 MR. WEBSTER: Well, let's go.

23 COMMISSIONER WASHINGTON: Let's hear you.

24 MS. HERNDON: In identifying those skills  
25 we asked Tom and Pearl to come up with some kind of a

1        tool for us to be able to use to assign some values  
2        to those skills so we'd be able to rate and rank the  
3        people. That's what this is supposed to be, the  
4        profile of the factors that you utilize in looking at  
5        what each person has submitted as far as their  
6        ability to meet this and assign numbers to them.

7                In some instances some people would be because  
8        of their interpersonal skills they may have six or  
9        seven or eight, you know. And on the other end they  
10       may not have that much experience and knowledge in  
11       business in financial areas. So when you blend all  
12       these together and come up with some number it gives  
13       you a way to assist in the most fair and just way we  
14       thought a person's ability to bring to this  
15       organization what we need. And that's what this is  
16       about, these numbers and this. They're the tools.

17               COMMISSIONER WASHINGTON: If I might  
18       suggest that we go with the Chair's rating and let's  
19       just bounce off of what she has. She's thick skinned  
20       and if we like what she volunteers and if we don't  
21       then she'll understand.

22               MADAM CHAIR: It's just a starting point.

23               MR. WEBSTER: As an addition to what  
24       Commissioner Washington just said, we're actually  
25       working off the 64 that we have identified. So if we

1 know what those are and then as we get to them, if  
2 you wouldn't mind, Madam Chair, tell us where you  
3 thought the skill was for that person.

4 MADAM CHAIR: We'll see as we go through,  
5 cross-section on that. So -- I'm sorry, Carol, go  
6 ahead.

7 MS. COE: I wanted to ask have we  
8 identified the people that are not African American  
9 in the process, because we continue to say diversity,  
10 diversity. And we go pick all of one and don't have  
11 a diverse board.

12 MADAM CHAIR: I don't know. Did someone --

13 MS. COE: I know one of the people had an  
14 application and they're on the Board of Hispanic  
15 Chamber of Commerce, and it indicates they're  
16 Hispanic, you know. I didn't see anyone else with  
17 those credentials.

18 Perhaps if we only have one Hispanic what is the  
19 feeling of the group? Do we want to do diversity or  
20 let the tricks fall on the rating chart? What would  
21 the rest of you -- would go in like that?

22 MADAM CHAIR: Yvonne.

23 SENATOR WILSON: I think that should be  
24 based on the motive of the applicant. Because I saw  
25 in two instances, I think the motivation is behind

1       perpetuating their own ideas as opposed to the Black  
2       Archives.

3               COMMISSIONER WASHINGTON: As an American  
4       that believes in fairness, I would suggest that we  
5       continue with the selection process, being diversity  
6       conscious, but not letting that be our final decision  
7       until the interview. Then we'll know who is in the  
8       interview.

9               REPRESENTATIVE SANDERS-BROOKS: And we did  
10      have as a criteria knowledge of African American  
11      history.

12              COMMISSIONER WASHINGTON: Yes. I don't  
13      know that there is a way to identify a person. Can  
14      you identify some other persons by just what they do?

15              (Laughter.)

16              COMMISSIONER WASHINGTON: I'm sorry.

17              MR. PHILLIPS: No you're not.

18              MS. COE: I don't think we have but one  
19      applicant from Hispanic persons.

20              COMMISSIONER WASHINGTON: Well, if we look  
21      at the ratio, one out of nine may not be bad.

22              MS. COE: I don't know any other ethnic  
23      people. I could not read all these PADs and  
24      professors of history or anything. You don't have to  
25      be African American to teach African American.

1 REPRESENTATIVE SANDERS-BROOKS: Right.

2 MS. COE: I don't want to run the risk of  
3 not being politically correct. But I want us to have  
4 an antenna up to have a diverse board. I don't know  
5 how we get to that, you know.

6 MR. KEMPER: Do you really think it's that  
7 hard?

8 MS. FAIN: I think we should establish  
9 that record, too, that we do have a concern. We want  
10 a diverse board and that we make some effort to make  
11 sure it is diverse as that type of committee.

12 MR. WEBSTER: Madam Chair?

13 MADAM CHAIR: Yes.

14 MR. WEBSTER: I would suggest that we would  
15 proceed with the process that we have in place and  
16 then just find out where we wind up at the end.  
17 Because I think it's fair to say that everyone's  
18 point is well taken. But I think we need to proceed  
19 with the process and see where we wind up at.  
20 Typically we will go through an interview so we'll  
21 have an opportunity to make some observations then.

22 MADAM CHAIR: I have to admit -- where are  
23 we in the process?

24 MR. WEBSTER: The recommendation was that  
25 you would as chair go through the 64 that were

1       selected, identify them and say Number 1, and if you  
2       have a skill that you assigned to Number 1 state what  
3       that is.

4               MADAM CHAIR:   Okay.

5               MR. WEBSTER:   Then we'll proceed.

6               MADAM CHAIR:   I will tell you Number 1 I  
7       assigned grant writing.  I put them in my grant  
8       writing category because it indicates on his  
9       application form grant writing expertise.  So I put  
10      it in that category.  So let me -- I'll just go  
11      through my list.

12              Number 2 didn't make my cut.

13              MR. PHILLIPS:   Number 2 wasn't on the list  
14      anyway.  Number 2 off.

15              MS. COE:   The 64 that made it.

16              REPRESENTATIVE SANDERS-BROOKS:   Number 2  
17      didn't make it?  I thought it did.  I voted for  
18      Number 2.

19              MADAM CHAIR:   She asked me for mine for the  
20      outset.

21              MR. PHILLIPS:   I think I need  
22      clarification.  I thought Number 2 was off.

23              MADAM CHAIR:   No.  Number 2 got votes.  
24      Number 2 got votes.

25              Okay, just to understand, the only thing we're

1       doing now, this is just my humble opinion based upon  
2       how I reviewed the applications and what skill set I  
3       saw that particular applicant had. Now, to whatever  
4       value that is to you, then that's whatever value it  
5       is to you.

6               MR. WEBSTER: Madam Chair, if I could?

7               MADAM CHAIR: Yes.

8               MR. WEBSTER: Maybe so we could clarify  
9       who's on and off, maybe if you could just go through  
10      and name the ones that are on first and then go back,  
11      and then that will clarify that issue.

12              MADAM CHAIR: Okay. Clarification. These  
13      are the people who are on the list to be considered:  
14      Applicants Number 1, 2, 4, 5, 6, 7, 8, 10, 11, 14,  
15      15, 16, 17, 20, 22, 23, 26, 30, 33, 34, 35, 36, 38,  
16      39, 42, 43, 45, 46, 47, 48, 49, 50, 51, 54, 55, 57,  
17      58, 59, 60, 61, 63, 64, 65, 67, 70, 73, 74, 75, 77,  
18      81, 82, 83, 84, 85, 86, 88, 89, 90, 93, 95, 96, and  
19      97.

20              COMMISSIONER WASHINGTON: We have to cut  
21      out almost two-thirds of them. We want to select a  
22      third of all of them.

23              MADAM CHAIR: Okay. So that confirms all  
24      the numbers. We have about 30 minutes to go. Do you  
25      want to just -- what do you want me to do next?

1                   MR. WEBSTER: Would you just go ahead and  
2                   give us your classifications?

3                   MADAM CHAIR: I will do my humble opinion  
4                   classification. Okay.

5                   In the area of organizational and financial  
6                   management I identified Candidate Number 7, 22, 74 --

7                   MR. WEBSTER: Slow down just a little bit.

8                   MADAM CHAIR: I'm sorry.

9                   MR. WEBSTER: 74. Okay.

10                  MADAM CHAIR: 16 -- I'm sorry they're not  
11                  in order.

12                  MR. WEBSTER: That's okay.

13                  MADAM CHAIR: 48 and 67.

14                  MR. WEBSTER: 67.

15                  COMMISSIONER WASHINGTON: That's  
16                  organizational?

17                  MADAM CHAIR: Organizational and financial  
18                  management.

19                  MR. KREMER: Could you do that one more  
20                  time?

21                  MADAM CHAIR: No, Gary.

22                  (Laughter.)

23                  MADAM CHAIR: Okay. I'll try to do them in  
24                  order: 7, 16, 22, 48, 67, and 74.

25                  MR. KREMER: Thank you.

1 MADAM CHAIR: Shall I continue?

2 Accounting, Candidate Number 5.

3 Fundraising, this would be professional as well  
4 as leverage ability, Candidate 39, 43, 47, 65, 70 --

5 MR. WEBSTER: Little slower.

6 MADAM CHAIR: I'm sorry.

7 MR. WEBSTER: You said 65?

8 MADAM CHAIR: 65.

9 MS. COE: 74?

10 MADAM CHAIR: 70 and 77.

11 COMMISSIONER WASHINGTON: That's  
12 accounting?

13 MADAM CHAIR: Fundraising. These are the  
14 fundraisers that I saw.

15 MR. POWELL: You only picked one  
16 accountant?

17 MADAM CHAIR: That's all I see. Somebody  
18 may have picked it up so you can add to it.

19 MS. COE: Two people.

20 MADAM CHAIR: This is all I picked up. I  
21 might have fallen asleep in one of the applications  
22 or something.

23 Archival, museum or educator background, I kind  
24 of put them all together. Don't ask me why because  
25 I've got five different categories. But we did have

1       some people with archival skills. In that category I  
2       put Candidate 38, 50, 60, 61, 64, 75, 82, 84, and 93.  
3       Okay.

4               In the grant writing category, in addition to  
5       Candidate Number 1, I also identified candidate  
6       Number 26, grant writing.

7               COMMISSIONER WASHINGTON: 1 and 26?

8               MADAM CHAIR: 1 and 26.

9               In the legal area, Candidate Number 89. You'll  
10       probably find another one.

11              MS. COE: Number 22 is another one.

12              MADAM CHAIR: You'll find another one.

13              Public relations and marketing. I put those  
14       together because I don't really know the difference.  
15       Also Candidate 33, Candidate Number 10.

16              Okay. So that's my short list when I went  
17       through and just breaking them out into skill  
18       categories. Okay.

19              MR. KREMER: How many is that?

20              MADAM CHAIR: How many? That's 26.

21              COMMISSIONER WASHINGTON: Did you take a  
22       look at the last two that came in?

23              MADAM CHAIR: No. I just got those  
24       tonight, like everyone else.

25              COMMISSIONER WASHINGTON: Could you read

1           those and bring us up to speed?

2                   MADAM CHAIR:   Okay.   Yes.   I ought to let  
3           you do that, Bill.   You can do that.

4                   COMMISSIONER WASHINGTON:   You'll do fine.

5                   MADAM CHAIR:   Skills, Candidate Number 96,  
6           secure funding -- this candidate is a business owner,  
7           has developed business plans and secured funding and  
8           supervised development and rehab, is highly trained,  
9           a motivative staff.   Indicates a long term -- some  
10          strategic planning skills.   So that's as far as skill  
11          sets?   The funding piece.   We go put him there.  
12          Business owner.   Maybe put that person in management  
13          category, organizational and financial management  
14          category.

15                   COMMISSIONER WASHINGTON:   96?

16                   MADAM CHAIR:   96, yeah.   That's if you  
17          wanted to.

18                   Okay.   97, researched, leadership organizational  
19          skills, proficient with computer programs, and this  
20          says Emory University with line special collection  
21          projects.

22                   REPRESENTATIVE SANDERS-BROOKS:   Archivist.

23                   MADAM CHAIR:   Yeah, archivist category.  
24          Research as an archivist.   97 in our category of  
25          archivist skills.

1                   MR. KREMER: I'm just curious. Other  
2 people who looked at all 96, how many of their final  
3 choices, their top 30 or 25, how would they rank with  
4 yours?

5                   MS. HERNDON: I picked 25.

6                   MR. KREMER: Are they the same 25?

7                   MS. HERNDON: Many of them are.

8                   SENATOR WILSON: Hold on. I have some of  
9 them.

10                  MADAM CHAIR: Your choices are --

11                  MS. COE: I assume we're going to go with  
12 the consensus of the group --

13                  MR. KREMER: Yeah.

14                  MS. COE: -- because you saw people raise  
15 their hands when we were going through the process.  
16 And some -- the majority of the people had that  
17 person identified already as a top person they  
18 scored.

19                  I'm going to see if -- like Number 82, we're all  
20 for Number 82. I think everybody got something  
21 for 82.

22                  For the people that scored Number 82, what did  
23 they score 82? A 30? 29? 24? 25? If someone  
24 would care to share what they scored on the sheet.

25                  Did you have that score?

1 MR. WEBSTER: 24.

2 MS. COE: You scored at 24.

3 SENATOR WILSON: 82, I give only a 20.

4 Strongest strengths were --

5 REPRESENTATIVE SANDERS-BROOKS: We got to  
6 see if that person is willing to drive from where  
7 they live down to Kansas City.

8 SENATOR WILSON: If they made the interview  
9 that would be an appropriate question for them at the  
10 interview. We've got to just narrow the list down to  
11 see the people and we were just trying to see where  
12 we were in consensus and whittle them down. Because  
13 we will be here till twelve o'clock at night having  
14 everybody comment on what they did. But we have some  
15 consensus of several names and --

16 MADAM CHAIR: What we could -- I'm sorry.  
17 Go ahead.

18 MR. DYSON: Of your 26, I have 15 of your  
19 26.

20 MADAM CHAIR: You had 15 of them?

21 MR. DYSON: I had 15 of your 26.

22 MADAM CHAIR: What we could do is -- here's  
23 an idea. Since we have a list of all 62 or whatever.  
24 All 62 and you have my list. What you could do is --  
25 and a lot of people have not had an opportunity to

1 review them. So what we could do is to take the  
2 list, the cut off that we have given you, a list of  
3 62 that everybody agrees at some point that they want  
4 to include. Go home, review them, e-mail me your  
5 full numbers. And then we will -- myself and a few  
6 of my friends, we'll get together and we will come up  
7 with a mean. And then I'll come up -- based on that  
8 I'll come up with a list of people who have made the  
9 24 cutoff and those will be our interviewees.

10 MR. KREMER: Have we decided on the number  
11 of interviewees?

12 MADAM CHAIR: Everybody -- well, we won't  
13 know until we see who makes the cutoff.

14 MR. KREMER: I'm still bothered by the  
15 cutoff.

16 MADAM CHAIR: Okay. So you just want to  
17 interview all 62?

18 MR. KREMER: No. I'm wondering about  
19 another possibility. I think, for example, it would  
20 be -- it really doesn't -- it wouldn't be useful to  
21 just -- if there's 62 numbers, 27 is three times the  
22 number of board members we need. I wouldn't want to  
23 interview more than 27 people. We might have 50  
24 people who make the cutoff.

25 What if we all came up with our 27 tops, and

1       then we saw how many of the 27 we all had in common,  
2       and maybe there's 18. Then we interview 18 or  
3       something like that.

4               MR. PHILLIPS: That's a good idea.

5               MR. DYSON: That sounds good.

6               MR. PHILLIPS: I agree.

7               MR. WEBSTER: Just to ask the question  
8       about the process you recommended. If we go in and  
9       you say, here are the ones that were 30. Say we have  
10      20 people that are ranked 30, will we go through  
11      them. Then that might give us another cutoff point.  
12      Then we take those out of 28.

13              Not just to be so numerically. If we're also  
14      looking at the category. For example, if I send my  
15      numbers back to you and I put that on there: Here  
16      are my numbers, here are the skills I saw within  
17      those. Just to get back to you. If you say, okay,  
18      based on all we see in here, if we make our cutoff  
19      point at 28, and that 28 gives us 27 people or 26  
20      people, then we'll still have some understanding of  
21      what we think those skills are as a way.

22              Now, it may very well be that we're going to do  
23      what you say. But I think it may be very good for us  
24      to at least come back and say numerically what we  
25      thought it would be based on us sending you our

1 numbers. You'll get a cutoff. You can cut it off  
2 any way you want to at that point. But at least we  
3 can have some feel for what skills so we're not just  
4 cutting out skills.

5 And then also, you might want to look at doing  
6 this: If we're going to do 27 people, we might  
7 decide we want to have these basic skills on there  
8 and then we put people in those categories and then  
9 take the best one in that category and do that  
10 person. That might be an appropriate way.

11 But I think that the cut that you're talking  
12 about going and sending in the numbers to you will  
13 get us to that point, particularly with the list of  
14 skills. And then we might come back and then put  
15 them in those categories and take the tops of those  
16 categories as those we're going to interview.

17 COMMISSIONER WASHINGTON: Jumping ahead.  
18 And it relates to the actual interviewing of the  
19 individual, are we going to look at the compliment of  
20 the majority of the people here or are we going to  
21 look at maybe selecting five people we will  
22 interview.

23 I think all of us may be a little intimidating.  
24 And then maybe it may not be. What's your thought on  
25 that?

1                   MADAM CHAIR: My thought was that the  
2                   interviews would be conducted and as many of the  
3                   advisory committee members that wanted to participate  
4                   would participate. If we have a candidate who is  
5                   intimidated, I will take that in consideration in  
6                   determining whether or not that person was somebody I  
7                   was looking for to serve on this board. This board  
8                   is going to be faced with a lot tougher problems and  
9                   decisions than us.

10                  COMMISSIONER WASHINGTON: Good answer.

11                  MR. PHILLIPS: While I accept the spirit  
12                  behind what your response was, it still needs to be  
13                  structured so that not all 15 members are asking  
14                  questions.

15                  MADAM CHAIR: Exactly.

16                  MR. PHILLIPS: I think that's where Bill  
17                  was coming from.

18                  MADAM CHAIR: We will have a script  
19                  prepared. We will have questions that will be a set  
20                  of questions proposed to all the candidates from our  
21                  sets. We can designate one or two members of the  
22                  committee to ask the questions. The questions don't  
23                  need to be coming at them --

24                  MR. PHILLIPS: I think that's where he was  
25                  coming from.

1                   MADAM CHAIR: I see that. It would be  
2                   structured. It would be structured in that way. But  
3                   I would leave it open certainly to anybody who wanted  
4                   to participate. And if by chance a member of the  
5                   committee would have a question that is not on the  
6                   page then I would allow some discretion. Some  
7                   discretion. Because some people may pick up  
8                   something -- to a certain extent we can define the  
9                   questions to all. Some people would have particular  
10                  experiences and skills that we may want to explore.

11                 We want to get to know these people. So while I  
12                 would not expect there would be a whole lot of  
13                 questions coming from a lot of different directions,  
14                 I think we want to allow the committee members some  
15                 flexibility. If they have a particular relevant  
16                 question that may assist us in making that selection.

17                 MS. HERNDON: I have one concern about the  
18                 scoring. Interviewing only those who were the total  
19                 top scores based on what we see on paper. You can  
20                 look beautiful, wonderful, be the king/queen on  
21                 paper. But when it comes to that interview you're  
22                 able to home in a lot better on what that person is  
23                 coming with. So I think we need to have a mix there  
24                 when we decide who is going to be interviewed. I  
25                 can see where the cutoff --

1                   MADAM CHAIR: How would you mix it?  
2                   Suggest -- say, for example, we had a fine set of  
3                   people that we've explored to take the top two. The  
4                   first, the, third, the last. How would you fix it?

5                   MS. HERNDON: Well, in looking at the  
6                   scoring that we've done, some people rate higher in  
7                   interpersonal skills. Some rate higher in other  
8                   areas. That we look at those areas that they rated  
9                   very high in, like 24 and above, on those skills that  
10                  we're looking for. And I think we get a better  
11                  cross-section in that way.

12                 Is that kind of --

13                  MR. PHILLIPS: I hear what you're saying.  
14                  I think when you look at the diversity of this group,  
15                  when she starts adding these scores together, I think  
16                  you'll come out with that balance. I really do.

17                  MS. HERNDON: All right.

18                  MADAM CHAIR: Okay. So here's where I  
19                  think we are. Each of you is going to go home and  
20                  you are going to -- using the board member profile  
21                  ranking that we have developed, you are going to  
22                  evaluate, rate and rank the 62 candidates that made  
23                  it through the first round cut. You will e-mail to  
24                  me your scores for each of the candidates that you  
25                  reviewed.

1 MR. PHILLIPS: The total score.

2 MADAM CHAIR: The total score.

3 MR. PHILLIPS: That's all you need. The  
4 total score.

5 MADAM CHAIR: Yes. And I will --

6 MR. PHILLIPS: Add them up.

7 MR. KEMPER: Collate.

8 MADAM CHAIR: With the help of a calculator  
9 or whatever I will add up the scores and come up with  
10 a mean score. And I will then report those back to  
11 you all of those applicants that achieved above 24  
12 points.

13 MR. POWELL: Are we supposed to do that for  
14 all 62 or just our top 27?

15 MR. PHILLIPS: All 62.

16 MADAM CHAIR: Your top 27.

17 MR. PHILLIPS: No. You need to do it from  
18 all 62.

19 MADAM CHAIR: Got to do it for all 62?

20 MR. PHILLIPS: All 62.

21 SENATOR WILSON: Barbara, your e-mail  
22 address, would you give that again, because I tried  
23 to e-mail you.

24 MADAM CHAIR: Yes. The e-mail -- I  
25 apologize. The e-mail on the memo was incorrect. It

1           is peterson.barbara@epa.gov.

2                   MR. DYSON: Repeat that please.

3                   MADAM CHAIR: Peterson -- last name first.

4           Peterson.barbara@epa.gov.

5                   SENATOR WILSON: All lower case?

6                   MADAM CHAIR: Yes. Pearl.

7                   MS. FAIN: It has been said. I think  
8           somebody should say, at least the recorder capture  
9           just what our process is as to how we got to 64, so  
10          that there is no one in that other 30 that didn't  
11          make it, we're all on the same page as to how we got  
12          there. That there was a process and it developed a  
13          process as to how those persons were eliminated and  
14          also how just stated how we handle these 60-some odd  
15          folks. Am I clear?

16                   I'm sure somebody else has said that before.  
17          But I'm just saying I'm a stickler for process. Does  
18          that make sense to you guys? We don't want it  
19          confused.

20                   SENATOR WILSON: We don't want it to come  
21          back on us.

22                   MS. FAIN: Right. That this is how we got  
23          to this figure.

24                   COMMISSIONER WASHINGTON: What you're  
25          saying is that the meeting was held, date, place, and

1           that the body went through a procedure in selecting  
2           the 62 potential candidates for the board out of the  
3           97 that were submitted?

4                     MS. FAIN:  Yes.

5                     MS. COE:  Do we have a role call or  
6           something to show attendance at each of these?

7                     MR. KEMPER:  Did you sign up?

8                     MADAM CHAIR:  I will just summarize where  
9           we were as we get ready to close.  Let me take  
10          Carol's point first.

11                    I think the court reporter has a list of  
12          everybody present so that much has been taken care  
13          of.

14                    All right.  Just to summarize what we have  
15          accomplished here this evening, okay.  We have  
16          completed a first round review of 97 applications for  
17          membership to the Board of Directors of the Black  
18          Archives of Mid-America, Inc.  And based upon the  
19          skills that we have previously identified as being  
20          necessary for this board, we have eliminated by a  
21          vote of various committee members those applicants  
22          which have not demonstrated based upon their  
23          application that they would bring to the board those  
24          skills which we have determined are necessary,  
25          appropriate and required.

1           Our next step is going to be for each member of  
2           the committee to evaluate the remaining 62  
3           applications. Applications that we have determined  
4           have presented sufficient information so that we can  
5           determine that they have the skills that we're  
6           looking for and that the board requires.

7           After that review the members of the committee  
8           will e-mail to me their total score for each of the  
9           62 applicants. I will tally up those scores,  
10          determine a mean value of those scores. And I then  
11          will report back to the committee those applicants  
12          which have been determined to have total cumulative  
13          of 24 points.

14          All applicants that are rated and determined  
15          based upon all the factors that we have to have  
16          achieved 24 points will then be invited in for  
17          interviews at a date and time to be determined.

18          Did I miss anything?

19                 MS. FAIN: No, that's all.

20                 MR. POWELL: So if there are 30 people who  
21          receive 24, will we review 30 people?

22                 MADAM CHAIR: We will interview all  
23          applicants who receive 24 or more points. Which  
24          requires that -- and I'm sure everybody is going to  
25          do a thorough analysis anyway. You know, think about

1           this hard and do a thorough evaluation.

2           So if they find after a thorough evaluation we  
3           end up with more than 30 people then I don't see any  
4           alternative that we have but to move and to  
5           interview.

6           MR. WEBSTER: Madam Chair, I don't know if  
7           you are going to put this in a very sophisticated  
8           data base and reveal a corollary --

9           MADAM CHAIR: I was going to use a  
10          calculator.

11          MR. WEBSTER: But If you did and you need  
12          some help with that, let me know. We might be able  
13          to crunch this down so that you could say to us, this  
14          is the number over 24, this is the number over 26,  
15          this is the number over 28, this is the number over  
16          30.

17          MADAM CHAIR: I will. A gentleman and I  
18          will work on this together. Thank you very much.

19          MR. WEBSTER: I was going to authorize  
20          Carol do that but --

21          (Laughter.)

22          MADAM CHAIR: Thank you very much. Are  
23          there any other questions or comments? Before we  
24          leave now, we need to talk about the interviews.  
25          Because once we've identified the candidates then the

1       next step is for -- we need to get that information  
2       to the Attorney General's office and they are going  
3       to generate letters, inviting the candidates to be  
4       interviewed.

5               So before we leave now, so we don't have to  
6       convene another meeting, you need to decide the date  
7       that we want to hold those interviews. Now  
8       originally we had planned to hold them on October  
9       5th. But given the number of candidates we can't do  
10      that in two hours.

11             So I'm suggesting Saturday, October 7th.

12             MS. HERNDON: I can't be there.

13             MADAM CHAIR: Okay. Then I need some  
14      alternative suggestions in terms of when the group  
15      can -- or as many of the group. I mean, clearly  
16      we're on a schedule and I guess Robbie -- or anybody.

17             I don't want to hold it up for one or two  
18      people. Whatever the majority of the people that can  
19      be there, if the 7th works then that's what we should  
20      do, so that we can get this done.

21             COMMISSIONER WASHINGTON: I think a  
22      Saturday is a fair day for all the candidates, too.  
23      We can be there.

24             MADAM CHAIR: So when I was given the  
25      number of candidates, like if even if it's 20, 26 or

1       24, I was suggesting we start maybe in the morning  
2       start with nice coffee and doughnuts -- are you guys  
3       getting this?

4               MS. MANLOVE: I'm writing it down.

5               MADAM CHAIR: And we'll be working through  
6       lunch, so we'll need lunch.

7               But I'm envisioning that we will set aside at  
8       least the bulk of Saturday to provide for these  
9       interviews, with the idea that -- I was thinking 15  
10      minutes. You guys might not think that's long  
11      enough. I don't know.

12              I would suggest 15 minutes per candidate. We  
13      just move them along and be done.

14              Be optimistic, Tom. Am I being overly positive  
15      about this?

16              MR. PHILLIPS: If we get 30 people through  
17      there I think we're being overly optimistic.

18              MADAM CHAIR: So we may have to build into  
19      this another session?

20              MR. PHILLIPS: Yes.

21              COMMISSIONER WASHINGTON: Well, what  
22      happens if Candidate A can't make it on the 7th? Do  
23      they automatically eliminate themselves? Because  
24      that's going to happen too.

25              MR. PHILLIPS: That's up to this committee

1       to decide. If you can't make the interview, if you  
2       let them know that in the letter, the date and time,  
3       if they can't make that then they will not be  
4       considered, if it's an issue. Or you could say, we  
5       could rearrange and set a time that's convenient for  
6       you. As long as you let them know up front what the  
7       conditions are I don't think you have a problem.

8               MS. HERNDON: Or maybe throw out two dates.

9               MADAM CHAIR: What I think Tom's saying,  
10       we'll probably need some --

11              MR. PHILLIPS: Look at thirty some people  
12       in the interview process, look at how many is done in  
13       the morning if you start at 9:00. Then you want to  
14       break for lunch. Now, you can say you want to work  
15       through lunch, but then you're going to lose the  
16       attention of those people that are sitting there  
17       trying to do the interview. You want to do justice  
18       to the person that you're interviewing. If you start  
19       off with six people of this group present, you want  
20       six people when you get to that last person in that  
21       afternoon.

22              MR. WEBSTER: Madam Chair?

23              MS. HERNDON: The 15-minute interviews from  
24       9:00 to 12:00 --

25              MADAM CHAIR: And you break for lunch.

1                   MR. PHILLIPS:  You're doing four an hour if  
2                   you do 15.

3                   MS. HERNDON:  Four an hour.  That's kind of  
4                   taxing.

5                   MR. WEBSTER:  Madam Chair, just --

6                   MR. PHILLIPS:  Because you're going to want  
7                   to get up and go to the bathroom and stretch your  
8                   legs.

9                   MR. WEBSTER:  Just to get us through this,  
10                  you may want to have to consider whittling this  
11                  number down.  This is what's going to happen:  Say we  
12                  choose 30 people, and those 30 people are going to be  
13                  interviewed on two days.  We're going to have to  
14                  contact people and let them know your interview is at  
15                  9:15, your interview is at 9:30.  Okay, I can't make  
16                  9:30.  So then we've got to do some shuffling around.

17                  Thirty people would become an enormous  
18                  operation.  So we may have to cut this down to say  
19                  18, 20 people, so that we can have some flexibility  
20                  if people can't make a particular time slot to be  
21                  able to move it around.  You can see how this thing  
22                  could really become a logistical nightmare.

23                  Another option for us it to have more than one  
24                  interview team.

25                  MS. HERNDON:  Yes, that's correct.

1                   MR. WEBSTER: Where we break up into  
2                   different teams. Then we can see multiple people at  
3                   the same time, if we just take our scores and come  
4                   back and make some kind of decision after that.

5                   MADAM CHAIR: That's an option.

6                   MS. FAIN: I like that.

7                   MR. WEBSTER: That was your idea.

8                   MS. HERNDON: No. No. It wasn't --

9                   MR. POWELL: What is wrong with everybody  
10                  whittling their list down to their top 15 or 20?

11                  MS. COE: That's true.

12                  MR. POWELL: First of all. Instead of  
13                  doing 62, go through the 62 and pick out your best  
14                  20. I mean, what's wrong with that?

15                  MR. PHILLIPS: Well, in essence you'll be  
16                  doing that when you give them a numerical rating.  
17                  You'll whittle that down yourself. When you give her  
18                  that 24 or whatever out of the 62 you're going to  
19                  whittle that down yourself. That's an automatic on  
20                  your part.

21                  MR. POWELL: So why do the rest?

22                  MR. PHILLIPS: Well, we want to tabulate it  
23                  to see where overall collectively that individual  
24                  rates because your vote is as important as her vote  
25                  is. We combine and come up with a cumulative for

1           your mean or average, whatever you want to do it.

2                   MS. FAIN:    To add to that, I think we've  
3           been charged with a duty that we need to look at  
4           every application and to at least make a comment  
5           about each one. I think as part of the Advisory  
6           Committee that we all did have an opportunity to look  
7           at these other 60. That's my opinion.

8                   MR. POWELL: Well, you have to look at them  
9           to whittle them down to 20.

10                  MR. PHILLIPS: You will whittle those down,  
11           your 62 down to maybe 30. But then collectively  
12           we'll have to whittle that down. That's what Barbara  
13           will be doing when she collects our numbers.

14                  MR. WEBSTER: Oh, okay. I'm so glad you  
15           asked that question. What will happen is, if I bring  
16           someone as 21, and then you ranked them as 28. And  
17           they add all our points up -- she's going to add  
18           every single one of those points up to come up with a  
19           cumulative total, which means you may not have  
20           thought somebody was a big deal, I may not have  
21           thought they were a big deal, but everybody else  
22           thought they did, they won't get eliminated. If I  
23           just send you my top then I will have eliminated some  
24           people. This way no one gets eliminated. It will be  
25           our collective observation at the end. Each one will

1       get a collective weight that all of us had. I mean,  
2       they thought low, I thought high, but it will be  
3       collective. So I'm glad you asked that question. I  
4       wasn't clear on that.

5               So you're actually going to come up with point  
6       totals.

7               MADAM CHAIR: Yes.

8               MR. WEBSTER: A collective total.

9               MADAM CHAIR: Yes.

10              COMMISSIONER WASHINGTON: That's why she  
11       said a mean score. That's what the mean does.

12              MR. PHILLIPS: Now going back to the  
13       original question about the team interviews. As long  
14       as we have the same questions we're going to be  
15       asking, we could have three teams, four teams meeting  
16       at the same time and go through it.

17              MS. HERNDON: Just need breakout rooms.

18              MADAM CHAIR: The question I still haven't  
19       heard an answer to: What happens if the date to be  
20       set, October 7th, is not one the candidate can make,  
21       asks the committee -- to say this is the date of the  
22       interview, if you make it fine, if you don't make it  
23       then --

24              MR. PHILLIPS: Like I said, if you include  
25       that in the letter.

1                   MADAM CHAIR: Yes. So I'm asking: Is that  
2                   what the committee wants to do? Is that what we want  
3                   to put in the letter? This is the interview date,  
4                   you must make the interview, otherwise you will no  
5                   longer be under consideration.

6                   MR. WEBSTER: Can we do it this way? Can  
7                   we say: Here is the date, if you have a problem with  
8                   that date let us know. And then anyone that falls  
9                   outside of that we pick another date and say, this is  
10                  the absolute date you have. In other words, let's  
11                  plan for two Saturdays, okay. Let folks know here's  
12                  our dates, you choose one of those dates. If you  
13                  can't make one or the other then I guess you're out  
14                  as potential --

15                  MS. HERNDON: They have to choose one of  
16                  the dates and times, because everyone should have an  
17                  assigned time. Otherwise you have a whole group of  
18                  people showing up at the same time, unless we're  
19                  going to have three or four breakout rooms. You  
20                  know, for example, --

21                  MADAM CHAIR: Yes, I understand what you're  
22                  saying.

23                  MR. KLAHR: Barbara, let me just interject.  
24                  Mr. James Klahr.

25                  If October 7th is the date you all are thinking

1       about, I think we want to get the letter out by  
2       Monday the 2nd. So in terms of everyone knowing how  
3       we are time wise I just mentioned that. That would  
4       be next Monday.

5               MS. HERNDON: That's the weekend before  
6       Columbus Day.

7               MADAM CHAIR: We're all American anyway.

8               SENATOR WILSON: I will be here with -- in  
9       Kansas City October 7th.

10              MADAM CHAIR: So do we want to move it  
11       following the holiday, do the following weekend?

12              MS. HERNDON: The following weekend.

13              MR. PHILLIPS: A Saturday, will that be--

14              MADAM CHAIR: The 14th. Which would mean  
15       we offer the 14th and the 21st.

16              MS. COE: Are we going to have a meeting  
17       prior to these interviews?

18              MADAM CHAIR: Would you like to? I'm happy  
19       to come.

20              MR. WEBSTER: We have time now.

21              MADAM CHAIR: We do have time. We  
22       certainly do.

23              MS. MANLOVE: Barbara, you still have the  
24       Greater Community Center reserved on the 5th?

25              MADAM CHAIR: The 5th. So we could do it

1           then.

2                   If you get your scores back to me -- and we may  
3           get the opportunity to plan the interviews and to  
4           discuss the scores and that kind of thing, so we have  
5           a room available to us on October 5th, which is a  
6           week from today at the Greater Community Center.

7                   MR. DYSON:   What time?

8                   MADAM CHAIR:   The time we have is 6:00 to  
9           8:00.

10                   MR. PHILLIPS:   I'm trying to look at the  
11           14th in relationship to getting those scores back and  
12           tabulation, and also in relationship to getting the  
13           notifications out.   That's going to be a real tight  
14           piece when you really start looking at it.

15                   And it might be best to move the interviews.  
16           Get our work done and the interviews come off the  
17           21st.   And that would give set times for those  
18           interviews and have a couple of team meetings, team  
19           sessions and get them all done in one day.

20                   MADAM CHAIR:   But the thing is we're going  
21           to offer --

22                   MR. PHILLIPS:   What I'm saying is, you're  
23           going to give them enough time.   Let them adjust  
24           their schedule.

25                   MADAM CHAIR:   Oh, so we won't have to say

1       either/or.

2               MR. PHILLIPS:  Yeah.  You get this.  Of  
3       what we're going -- you're two weeks out.  If we can  
4       get this done between now and Tuesday, Wednesday to  
5       you, then that notification can go out and that gives  
6       them two weeks to make those preparations.  Because  
7       you're talking the 21st, isn't that about two weeks?

8               MADAM CHAIR:  That's two weeks.

9               MR. PHILLIPS:  But again, if we want to be  
10      two Saturdays, that's fine.  But I look at one  
11      personally.

12              MS. HERNDON:  If we had two teams we can do  
13      one.

14              MR. PHILLIPS:  That's what I'm saying.  If  
15      we got ours back by Tuesday of this week, this coming  
16      week, so she can get that information to the AG's  
17      office and get those notifications.  That will get  
18      those individuals two weeks to rearrange their  
19      schedule to Saturday the 21st.

20              If I'm trying to get that calendar in my mind,  
21      right, that's two weeks?

22              SENATOR WILSON:  You've got it right.

23              MADAM CHAIR:  Okay.  That's works for me.

24              MR. POWELL:  That's the date that we're  
25      supposed to have --

1 MR. PHILLIPS: Tuesday.

2 MADAM CHAIR: Tuesday is October the third.

3 Tuesday is October 3rd. Have your e-mails to me,

4 your scores to me by Tuesday, October 3rd.

5 COMMISSIONER WASHINGTON: Say your e-mail

6 again.

7 MADAM CHAIR: Peterson.barbara@epa.gov.

8 On Thursday, October 5th, we will meet at the

9 Greater Community Center, 6:00 to 8:00 p.m. I will

10 have the list and the tabulations done and all that.

11 Our agenda will be basically to begin

12 preparations for the interview sessions.

13 MR. PHILLIPS: And come ready --

14 MR. POWELL: Are you talking Thursday the

15 6th?

16 MADAM CHAIR: The 5th. October 5th.

17 MR. POWELL: I won't be able to make that.

18 MADAM CHAIR: No Lonnie Powell.

19 MR. POWELL: The first Thursday belongs to

20 the lighting of --

21 MR. PHILLIPS: October 5th.

22 MADAM CHAIR: So then October 21st, which

23 is a Saturday, is when the interviews will be

24 conducted. I will work on a place, time, and all

25 that stuff.

1 MR. PHILLIPS: It will be done in teams.

2 MADAM CHAIR: Teams. That's what we'll do  
3 on the 5th. We'll divide into teams and we'll work  
4 up questions, we'll get the structure for the  
5 interviews together.

6 Any other questions or thoughts?

7 MS. MANLOVE: Do you guys want food on the  
8 5th?

9 MADAM CHAIR: The Attorney General's office  
10 will provide some refreshments for the meeting on the  
11 5th. When we know who'll be there on the 5th we'll  
12 get a tabulation.

13 MS. MANLOVE: Barbara, when they e-mail  
14 you, you figure out what you want me to order and  
15 what time.

16 MADAM CHAIR: Meeting is adjourned.

17 (Meeting adjourned at 7:10 p.m.)

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## C E R T I F I C A T E

I, TAMMY S. MENKE, Court Reporter, do  
hereby certify that I appeared at the time and  
place hereinbefore set forth; I took down in  
shorthand the entire proceedings had at said  
time and place, and the foregoing eighty-two  
pages constitute a true, correct and complete  
transcript of my said shorthand notes.

Certified to this \_\_\_\_\_ day of

\_\_\_\_\_, 2006.

\_\_\_\_\_  
Tammy S. Menke  
Court Reporter